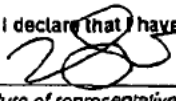


UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST EMPLOYER		DO NOT WRITE IN THIS SPACE Case 10-CA-169526 Date Filed 02/11/2016	
INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.			
1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer CBAK Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers		b. Number of workers employed 100	
c. Address CBAK Inc. 2109 Wade Hampton Blvd. Greenville, SC 29607 McDonald's Corp. 2111 McDonald's Dr. Oak Brook, IL 60523	d. Employer Representative <div style="background-color: black; color: white; text-align: center; padding: 2px;">(b) (6), (b) (7)(C)</div> McDonald's: Gloria Santona	e. Telephone No. (864) 268-3633	
f. Type of Establishment Restaurant	g. Identify principal product or service Food Service		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection s(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. BASIS OF THE CHARGE <i>(Set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)</i> Starting on or about February 7, 2016 employer interfered with, and discriminated against employees in the exercise of their Section 7 rights in violation of Section 8(a)(1) of the Act by repeatedly threatening employees with termination if they went on strike. In particular, (b) (6), (b) (7)(C) LNU threatened to fire a group of (b) (6), employees on February 9th.			
3. Full name of party filing charge <i>(if labor organization, give full name, including local name and number)</i> Southern Workers Organizing Committee			
4a. Address <i>(street and number, city, state, and ZIP code)</i> 324 S. Wilmington St., Suite 207 Raleigh, NC 27601		4b. Telephone No. Charon Gaskins (404) 838-6186	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit <i>(to be filled in when charge is filed by a labor organization)</i>			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
<div style="text-align: center;">  (Signature of representative or person making charge) </div>		<div style="text-align: center;"> Paul Smith, Attorney (Title if any) </div>	
Address <u>Patterson Harkavy LLP 100 Europa Drive, Suite 420 Chapel Hill, NC 27517</u>		<u>(919) 942-5200</u> (Telephone No.)	
(Date) <u>2/11/2016</u>			
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)			



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
233 Peachtree Street, NE
Harris Tower-Suite 1000
Atlanta, GA 30303-1504

Agency Website: www.nlr.gov
Telephone: (404)331-2896
Fax: (404)331-2858



Download
NLRB
Mobile App

February 12, 2016

(b) (6), (b) (7)(C) Lnu, (b) (6), (b) (7)(C)
CBAK Inc. d/b/a McDonald's & McDonald's Corp,
(as Joint & Single Employers)
2109 Wade Hampton Blvd.
Greenville, SC 60523

Re: CBAK Inc. d/b/a McDonald's & McDonald's Corp.
(as Joint & Single Employers)
Case 10-CA-169526

Dear (b) (6), (b) (7)(C) Lnu:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Jason Hardman whose telephone number is (404)331-2888. If this Board agent is not available, you may contact Supervisory Field Attorney Lisa Henderson whose telephone number is (404)331-2889.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing Form NLRB-4701, Notice of Appearance. This form is available on our website, www.nlr.gov, or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

February 12, 2016

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent, and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor any request to place limitations on our use of position statements or evidence beyond those prescribed by the Freedom of Information Act and the Federal Records Act. Thus, we will not honor any claim of confidentiality except as provided by Exemption 4 of FOIA, 5 U.S.C. Sec. 552(b)(4), and any material you submit may be introduced as evidence at any hearing before an administrative law judge. We are also required by the Federal Records Act to keep copies of documents gathered in our investigation for some years after a case closes. Further, the Freedom of Information Act may require that we disclose such records in closed cases upon request, unless there is an applicable exemption. Examples of those exemptions are those that protect confidential financial information or personal privacy interests.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website, www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, www.nlr.gov or from an NLRB office upon your request. NLRB Form 4541 offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,



Claude T. Harrell, Jr.
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire

cc: Gloria Santona, Representative
McDonalds's USA, LLC
2111 McDonald's Dr.
Oak Brook, IL 60523-2199

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

10-CA-169526

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)**2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify)**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS**5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates)

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: _____**10. ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

UNITED STATES OF AMERICA
BEFORE THE NATIONAL LABOR RELATIONS BOARD

**CBAK INC. D/B/A MCDONALD'S &
MCDONALD'S CORP., AS
JOINT AND SINGLE EMPLOYERS**

Charged Party

and

**SOUTHERN WORKERS ORGANIZING
COMMITTEE**

Charging Party

Case 10-CA-169526

AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER

I, Judy D. Bailey, the undersigned employee of the National Labor Relations Board, state under oath that on February 12, 2016, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

(b) (6), (b) (7)(C) Lnu, (b) (6), (b) (7)(C)
CBAK Inc. d/b/a McDonald's &
McDonald's Corp,
(as Joint and Single Employers)
2109 Wade Hampton Blvd.
Greenville, SC 60523

February 12, 2016

Date

Judy D. Bailey,
Designated Agent of NLRB

Name

/s/ Judy D. Bailey

Signature



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
233 Peachtree Street, NE
Harris Tower -Suite 1000
Atlanta, GA 30303-1504

Agency Website: www.nlrb.gov
Telephone: (404)331-2896
Fax: (404)331-2858



Download
NLRB
Mobile App

February 12, 2016

Charon Gaskins
Southern Workers Organizing Committee
314 S. Wilmington Street, Suite 207
Raleigh, NC 27601

Re: CBAK Inc. d/b/a McDonald's &
McDonald's Corp., as Joint & Single Employers
Case 10-CA-169526

Dear Gaskins:

The charge that you filed in this case on February 11, 2016 has been docketed as case number 10-CA-169526. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

Investigator: This charge is being investigated by Field Examiner Jason Hardman whose telephone number is (404)331-2888. If this Board agent is not available, you may contact Supervisory Field Attorney Lisa Henderson whose telephone number is (404)331-2889.

Right to Representation: You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, www.nlrb.gov, or at the Regional office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

Presentation of Your Evidence: As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you

fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.

Procedures: We strongly urge everyone to submit all documents and other materials by E-Filing (not e-mailing) through our website www.nlr.gov. However, the Agency will continue to accept timely filed paper documents. Please include the case name and number indicated above on all your correspondence regarding the charge.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website www.nlr.gov or from the Regional Office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Claude T Harrell Jr". The signature is written in a cursive, slightly slanted style.

Claude T. Harrell, Jr.
Regional Director

cc: Paul Smith, Esq.
Patterson Harkavy LLP
100 Europa Drive, Suite 420
Chapel Hill, NC 27517

Case Name: CBAK Inc. d/b/a McDonald's & McDonald's Corp., as Joint and Single Employers
Case No.: 10-CA-169526
Agent: Jason Hardman, FX

CASEHANDLING LOG

[illegible]

From: [Lauren Bonds](#)
To: [Hardman, Jason A.](#)
Subject: Re: Greenville McDonald's ULP
Date: Monday, February 22, 2016 9:48:51 AM

Hi Jason,

The union would like to withdraw case 10-CA-169526. Please let me know if you need anything else to process the withdrawal.

Thanks

Lauren

On Wed, Feb 17, 2016 at 9:23 AM, Hardman, Jason A. <Jason.Hardman@nlrb.gov> wrote:

Ms. Bonds,

Please contact me at [404-331-2888](tel:404-331-2888) as soon as possible to bring me up to date.

Thank you,

Jason Hardman

Board Agent

Region 10 - Atlanta

National Labor Relations Board

233 Peachtree Street, NE

Harris Tower - Suite 1000

Atlanta, GA 30303

office: [\(404\)331-2888](tel:404-331-2888)

fax: [\(404\)331-2858](tel:404-331-2858)

From: Paul Smith [mailto:psmith@pathlaw.com]
Sent: Wednesday, February 17, 2016 9:19 AM
To: Hardman, Jason A. <Jason.Hardman@nlrb.gov>
Cc: lauren.bonds@seiu.org
Subject: Greenville McDonald's ULP

Lauren – Jason is investigating the Greenville McDonald’s ULP regarding threats of retaliation.

Jason – Lauren will be handling the leg work on this charge. I have cc’d her, and her cell phone number is [202-251-6699](tel:202-251-6699).

Thanks,

Paul

Paul E. Smith

Patterson Harkavy LLP

100 Europa Dr., Ste. 420

Chapel Hill, NC 27517

[\(919\) 942-5200](tel:(919)942-5200)

[\(866\) 397-8671](tel:(866)397-8671) fax

www.pathlaw.com

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--

Lauren Bonds
Assistant General Counsel
Service Employees' International Union
1800 Massachusetts Avenue, NW 20036
Office: (202) 730-7149
Cell: (202) 251-6699

From: [Hardman, Jason A.](#)
To: ["Lauren Bonds"](#)
Subject: RE: Greenville McDonald's ULP
Date: Tuesday, February 23, 2016 8:32:54 AM
Attachments: [nlrbform601 \(3\).pdf](#)
Importance: High

Paul Smith is the charging party in this case and I need (1) a brief explanation as to why you want the charge withdrawn, and (2) the attached to be completed by Mr. Paul Smith.

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Monday, February 22, 2016 9:49 AM
To: Hardman, Jason A. <Jason.Hardman@nlrb.gov>
Subject: Re: Greenville McDonald's ULP

Hi Jason,

The union would like to withdraw case 10-CA-169526. Please let me know if you need anything else to process the withdrawal.

Thanks

Lauren

On Wed, Feb 17, 2016 at 9:23 AM, Hardman, Jason A. <Jason.Hardman@nlrb.gov> wrote:

Ms. Bonds,

Please contact me at [404-331-2888](tel:404-331-2888) as soon as possible to bring me up to date.

Thank you,

Jason Hardman
Board Agent
Region 10 - Atlanta
National Labor Relations Board
233 Peachtree Street, NE
Harris Tower - Suite 1000
Atlanta, GA 30303
office: [\(404\)331-2888](tel:404-331-2888)
fax: [\(404\)331-2858](tel:404-331-2858)

From: Paul Smith [mailto:psmith@pathlaw.com]
Sent: Wednesday, February 17, 2016 9:19 AM
To: Hardman, Jason A. <Jason.Hardman@nlrb.gov>
Cc: lauren.bonds@seiu.org
Subject: Greenville McDonald's ULP

Lauren – Jason is investigating the Greenville McDonald's ULP regarding threats of retaliation.

Jason – Lauren will be handling the leg work on this charge. I have cc'd her, and her cell phone number is [202-251-6699](tel:202-251-6699).

Thanks,

Paul

Paul E. Smith

Patterson Harkavy LLP

100 Europa Dr., Ste. 420

Chapel Hill, NC 27517

[\(919\) 942-5200](tel:919-942-5200)

[\(866\) 397-8671](tel:866-397-8671) fax

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--

Lauren Bonds

Assistant General Counsel

Service Employees' International Union

1800 Massachusetts Avenue, NW 20036

Office: (202) 730-7149

Cell: (202) 251-6699

**PLEASE REVIEW THE FOLLOWING
IMPORTANT INFORMATION
BEFORE FILLING OUT A WITHDRAWAL REQUEST**

- Please call the Board Agent to whom your pending petition or charge is assigned for assistance in filing a withdrawal request. The Board Agent will be happy to answer your questions about the withdrawal request form or to draft the withdrawal request form on your behalf. Seeking assistance from the Board Agent to whom your charge or petition is assigned may help you to avoid having the processing of your withdrawal request delayed or having your charge or petition dismissed because of mistakes made in completing the form.
- Please enter the complete case name(s) and assigned case number(s) of the charge(s) or petition(s) for which the withdrawal request is being submitted.
- After completing the withdrawal request form, be sure to sign and date the withdrawal request and mail, fax or hand deliver the completed form to the appropriate Regional Office.
- A withdrawal of the charge or petition is not automatic upon the filing of the form. The Regional Director must approve the withdrawal request. Generally, you should orally inform the Board Agent to whom your case is assigned that you intend to file such a request and the date you will send it to the Regional Office. If a withdrawal request is not received within the time period communicated to the Board Agent to whom your charge or petition is assigned, the Board Agent may recommend that the charge be dismissed.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

WITHDRAWAL REQUEST

In the matter of _____
(Name of case) (Number of case)

This is to request withdrawal of the *(petition)* *(charge)* in the above case.

Withdrawal request approved

(Date)

(Name of Party Filing)

By _____
(Name of Representative)

(Title)

Regional Director,
National Labor Relations Board.

Date _____

From: [Lauren Bonds](#)
To: [Hardman, Jason A.](#)
Subject: Re: Greenville McDonald's ULP
Date: Tuesday, February 23, 2016 8:39:40 AM

Sure thing. I'll speak with Paul

On Tue, Feb 23, 2016 at 8:31 AM, Hardman, Jason A. <Jason.Hardman@nlrb.gov> wrote:

Paul Smith is the charging party in this case and I need (1) a brief explanation as to why you want the charge withdrawn, and (2) the attached to be completed by Mr. Paul Smith.

From: Lauren Bonds [mailto:lauren.bonds@seiu.org]
Sent: Monday, February 22, 2016 9:49 AM
To: Hardman, Jason A. <Jason.Hardman@nlrb.gov>
Subject: Re: Greenville McDonald's ULP

Hi Jason,

The union would like to withdraw case 10-CA-169526. Please let me know if you need anything else to process the withdrawal.

Thanks

Lauren

On Wed, Feb 17, 2016 at 9:23 AM, Hardman, Jason A. <Jason.Hardman@nlrb.gov> wrote:

Ms. Bonds,

Please contact me at [404-331-2888](tel:404-331-2888) as soon as possible to bring me up to date.

Thank you,

Jason Hardman

Board Agent

Region 10 - Atlanta

National Labor Relations Board

233 Peachtree Street, NE

Harris Tower - Suite 1000

Atlanta, GA 30303

office: [\(404\)331-2888](tel:(404)331-2888)

fax: [\(404\)331-2858](tel:(404)331-2858)

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Cc: lauren.bonds@seiu.org
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Jason – Lauren will be handling the leg work on this charge. I have cc'd her, and her cell phone number is [202-251-6699](tel:202-251-6699).

Thanks,

Paul

Paul E. Smith

Patterson Harkavy LLP

100 Europa Dr., Ste. 420

Chapel Hill, NC 27517

[\(919\) 942-5200](tel:(919)942-5200)

[\(866\) 397-8671](tel:(866)397-8671) fax

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Lauren Bonds

Assistant General Counsel

Service Employees' International Union

1800 Massachusetts Avenue, NW 20036

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Cell: [\(202\) 251-6699](tel:(202)251-6699)

--

Lauren Bonds

Assistant General Counsel

Service Employees' International Union

1800 Massachusetts Avenue, NW 20036

Office: (202) 730-7149

Cell: (202) 251-6699

From: [Paul Smith](#)
To: [Hardman, Jason A.](#)
Cc: [Kimberly Stein](#); lauren.bonds@seiu.org
Subject: RE: Greenville McDonald's ULP
Date: Tuesday, February 23, 2016 3:56:10 PM
Attachments: [Withdrawal Request.pdf](#)

Jason –

I've attached the withdrawal form. We are withdrawing because we have had difficulty lining up witnesses. We will refile if we can get on better footing.

Thanks,

Paul

Paul E. Smith
Patterson Harkavy LLP
100 Europa Dr., Ste. 420
Chapel Hill, NC 27517
(919) 942-5200
(866) 397-8671 fax
www.pathlaw.com

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From: Hardman, Jason A. [<mailto:Jason.Hardman@nlrb.gov>]
Sent: Monday, February 22, 2016 1:16 PM
To: Paul Smith
Subject: Fwd: Greenville McDonald's ULP

JAH
4/331-2888

Begin forwarded message:

From: "Hardman, Jason A." <Jason.Hardman@nlrb.gov>
Date: February 22, 2016 at 9:53:02 AM EST
To: Lauren Bonds <lauren.bonds@seiu.org>
Subject: RE: Greenville McDonald's ULP

Please provide a brief reason why and complete the attached form.

From: Lauren Bonds [<mailto:lauren.bonds@seiu.org>]
Sent: Monday, February 22, 2016 9:49 AM

To: Hardman, Jason A. <Jason.Hardman@nlrb.gov>

Subject: Re: Greenville McDonald's ULP

Hi Jason,

The union would like to withdraw case 10-CA-169526. Please let me know if you need anything else to process the withdrawal.

Thanks

Lauren

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Ms. Bonds,

Please contact me at [404-331-2888](tel:404-331-2888) as soon as possible to bring me up to date.

Thank you,

Jason Hardman
Board Agent
Region 10 - Atlanta
National Labor Relations Board
233 Peachtree Street, NE
Harris Tower - Suite 1000
Atlanta, GA 30303
office: [\(404\)331-2888](tel:404-331-2888)
fax: [\(404\)331-2858](tel:404-331-2858)

From: Paul Smith [mailto:psmith@pathlaw.com]
Sent: Wednesday, February 17, 2016 9:19 AM
To: Hardman, Jason A. <Jason.Hardman@nlrb.gov>
Cc: lauren.bonds@seiu.org
Subject: Greenville McDonald's ULP

Lauren – Jason is investigating the Greenville McDonald's ULP regarding threats of retaliation.

Jason – Lauren will be handling the leg work on this charge. I have cc'd her, and her cell phone number is [202-251-6699](tel:202-251-6699).

Thanks,

Paul

Paul E. Smith
Patterson Harkavy LLP
100 Europa Dr., Ste. 420
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Lauren Bonds
Assistant General Counsel
Service Employees' International Union
1800 Massachusetts Avenue, NW 20036
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UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

WITHDRAWAL REQUEST

In the matter of McDonald's/Group of Employees 10CA169526
(Name of case) (Number of case)

This is to request withdrawal of the (petition) (charge) in the above case.

Withdrawal request approved

(Date)

Regional Director,
National Labor Relations Board.

Southern Worker Organizing Committee
(Name of Party Filing)

By Paul Smith
(Name of Representative)

Attorney
(Title)

Date 2/23/2016



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
233 Peachtree St NE
Harris Tower Ste 1000
Atlanta, GA 30303-1504

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February 24, 2016

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77 West Wacker Drive
Suite 3500
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New York, NY 10017-6702

Re: CBAK Inc. d/b/a McDonald's &
McDonald's Corp.
(as Joint and Single Employers)
Case 10-CA-169526

Dear Mr. Ferrell, Ms. Davis and Ms. Couzo:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

SCOTT C. THOMPSON
Acting Regional Director

cc: Gloria Santona, Representative
McDonalds's USA, LLC
2111 McDonald's Dr.
Oak Brook, IL 60523-2199

(b) (6), (b) (7)(C) Lnu, (b) (6), (b) (7)(C)
CBAK Inc. d/b/a McDonald's & McDonald's Corp.
(as Joint and Single Employers)
2109 Wade Hampton Blvd.
Greenville, SC 60523

Charon Gaskins, Representative
Southern Workers Organizing Committee
314 S. Wilmington St., Suite 207
Raleigh, NC 27601

Paul Smith, Attorney
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